Distr.
LIMITED

ID/WG.422/7
4 July 1984

ENGLISH

United Nations Industrial Development Organization

African Regional Workshop on the
Integration of Women in the
Industrial Planning and
Development Process

Harare, Zimbabwe, 9 - 17 April 1984

REPORT*

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V.84-88090

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INTRODUCTION

1. The African Regional Workshop on the Integration of Women in the Industrial Planning and Development Process was held in Harare, Zimbabwe, from 9 to 17 April 1984. It was organized by the United Nations Industrial Development Organization (UNIDO) in co-operation with the Ministry of Community Development and Women's Affairs, Zimbabwe, as one of a series of UNIDO workshops to promote the integration of women in industrilization.

2. The objective of the workshop was to promote the integration of women in all levels of industrialization by:

(a) increasing awareness of the human resources available, of which the women's component is largely unrealized, and understanding of their potential contribution to industrial development;

(b) identifying opportunities, together with ways and means of realizing those opportunities within an acceptable time frame, for increased and more effective participation at all levels in the planning and management of industrial development, in particular increased participation of women in the development of small-scale industries.

CONCLUSIONS AND RECOMMENDATIONS

A. NATIONAL DEVELOPMENT STRATEGIES AND PROGRAMMES FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

1. Awareness

1.1 Women's organizations/bureaux should embark on a vigorous campaign to create all-round awareness on the problems, concerns, rights, available opportunities and capabilities of women.

1.2 Women's organizations should educate women on existing and proposed legislation that affects them, and if necessary propose amendments to those laws that hamper the full participation of women in development through an elected representative body.

1.3 Women should be more objective towards issues concerning their development accepting their responsibility for promoting change at a time when most governments in developing countries are positively changing their policies towards women and international organizations have set up special units dealing with their interests.

1.4 Since in some countries women have been discriminated against in industrial development women should take the initiative to present their case for participation on equal terms and not wait for things to be done for them.

1.5 At the national level women's organizations should approach employers in the private sector, parastatals, multi-nationals etc. with a view to having them involve more women in different sectors of the economy and take account of their particular interests.

1.6 Women's organizations, bureaux etc. should concern themselves with ongoing research into women's actual and potential contribution to development and ensure that the issues of women's actual and potential contribution to development are covered. Although information on political achievements of women is generally available, there is insufficient data on women's role and conditions in industry and in other sectors of economy.

2. Information

2.1 Regional and national information networks for collecting and disseminating information on all aspects of women's participation should be created through co-operation between governments and non-governmental organizations as well as with assistance by international agencies, including UNIDO.

2.2 Women's organizations should establish direct contact with the media to help make women aware of the opportunities in industrial development, bearing in mind that centres of information and research are not well organized in most countries.

2.3 Women should exploit the available mass media to the maximum and make effective use of the same to give support, information and encouragement to women in the industrial sector, especially to those who would like to venture into the establishment of their own enterprises.

2.4 Dissemination of information should be extended to all areas of each country bearing in mind that people in developing countries have different languages, culture, and socio-economic backgrounds. Efforts should be made to develop alternative ways of communications such as mobile cinemas, dramas and shows/exhibitions.

2.5 Women should strive to establish their own media, whereby they can complement established media which have their own approach to reporting, and encourage women to greater involvement in income-earning activities, especially in industry.

2.6 Women should adopt a more professional approach to exploiting contacts in networks and international forums relating to industrial activities and income earning opportunities.

3. Representation

3.1 Women should as far as possible be allowed to elect their own representatives. Persons appointed/elected to positions representing women should be trained appropriately.

3.2 Women's organizations should establish and maintain the necessary links and dialogues with professional and other influential women's groups within governments and elsewhere with the view to paving their way to the highest policy and decision-making levels.

4. Planning

4.1 Deliberate efforts should be made to ensure that in every national development plan, a section is devoted to women's integration in every sector of the economy especially in industry. To faciliate this, officers with special responsibility for women's development should be posted in all planning machineries at national levels. Such personnel must be well-informed, trained and experienced to handle women's questions. UNIDO and other international organizations should assist in the training of such personnel. These training programmes should include in-service training.

4.2 Women should be involved in the planning and management of promotional and training programmes so as to ensure that women's participation in such programmes is actively encouraged.

4.3 Planners should consult the people for whom a programme or project is intended from conception to implementation. This should be done in a systematic way using questionnaires, discussions, interviews, etc. In addition special attention should be paid to women's full participation in project management.

4.4 National governments and regional organizations are requested to develop projects designed to generate income for women who live outside the major urban concentrations using local resources and seeking assistance from UNIDO and other agencies, where necessary.

4.5 In view of the need to accelerate the integration of women in the industrial planning and development process, national governments of the participating countries are requested to give early consideration to implementing the workshop's recommendations and allocate funds within UNDP country and regional IPFs for the next programme (starting in 1986) to support programmes and projects designed to meet these objectives.

5. Technology

5.1 In order that women might participate fully in industrial activities, improved technologies should be developed and made readily available to women, especially in the areas of food processing and preparation and the supply of basic needs, so as to lessen the domestic workload and free women's time and energy for income earning activities. These technologies must be appropriate to the local environment, be fully tested so as to ensure not only their efficiency but their acceptability, and be within the reach of the purchasing power of the majority.

5.2 Developing countries should become more self-reliant in developing and adapting technologies to local requirements and conditions.

5.3 Governments are requested to take steps to anticipate the social and economic implications of these continuing changes and diffusion of technologies, so as to minimize the adverse consequences for women and whenever possible facilitate women's increased participation in industry.

5.4 Governments, concerned institutions in public and private sectors, and women's organizations are requested to take urgent steps to reassess their technological capabilities, identify current processes of change, and ameliorate their impact on women through creating additional employment opportunities for women, and through retraining where women's labour is displaced.

6. Training

6.1 Training capabilities of existing institutions and structures for industrial development at local, national and regional levels should be strengthened with additional resources, especially staff and funds; to cater for the specific needs of women where sufficient resources are available, training activities should be directly linked to the needs of existing and potential industries.

6.2 Women's organizations should ensure that at government level a quota system of awarding training opportunities for women in various skills (e.g., managerial, entrepreneurial, scientific and technical) is introduced. Training institutions have a responsibility to bring these opportunities to women's attention and to facilitate their take-up of places.

6.3 Training opportunities should be made available to women so as to increase the numbers employed at all levels in the mass media. In-service training should be made available to journalists so as to increase their awareness of women's role and potential contribution to development.

7. Support Measures

7.1 Governments and concerned organizations at the national level are requested to take urgent steps to achieve the following measures where applicable to facilitate women's participation in industrial activities, particularly in the small-scale sector:

(a) the removal of cultural prejudices and biases against women's income earning activities;

(b) the removal of discriminatory and oppressive legislation both customary and modern, especially concerning property and marriage rights, labour and terms of employment, taxation;

(c) the creation of awareness, self confidence, and understanding of income earning opportunities for women through education and promotional campaigns;

(d) assistance in project identification, assessment of risk, feasibility studies, market research, preparation of project proposals, securing access to credit, registration of entreprises, participation in trade fairs especially regional and international;

(e) improved access to information on production technologies, markets, both domestic and export supplies of raw materials, sources of technical assistance;

(f) training of extention staff in the identification of business problems and basic management techniques;

(g) training of entrepreneurs in management skills, production technologies, organization of production systems and other business skills.

7.2 Strenous efforts should be made to improve women's access to credit facilities to remove a major constraint on women's increased participation in small-scale industries.

7.3 Established financial institutions should take special measures to ensure that a much higher proportion of their loan facilities go to women.

7.4 Concerned organizations even non-banking institutions, should establish revolving funds, special credit lines and facilities, seed-capital schemes and hire purchase schemes for emergent small-scale entreprises and women with very limited capital.

7.5 The media should make available advertising space to small-scale enterprises at preferential rates for limited periods in order to improve access for small-scale enterprises to their markets, and promote and encourage the efforts of women in these activities.

7.6 In order that women might participate fully in industrial activities, governments are requested to ensure implementation of a national pre-school programmes. These programmes must encompass all aspects of child-upbringing, including health, education and nutrition. Since nurseries and day-care centres fall under the welfare and service sector, financial constraints force governments to consider them as low priority. Women should initiate such programmes, make practical contributions to their creation and maintenance, and exert pressure on governments to accept their share of responsibility.

7.7 Local governments and major employers should set up day-care centres in their respective areas. Women's organizations should take the initiative to approach them in this respect. At industry level employers must be made aware of the benefits, such as increased productivity and reduced absences, that will accrue from having plant-based day-care centres.

8. Follow-up to the Workshop

8.1 Workshop participants should disseminate their reports (verbal or written) as widely as possible in their countries to facilitate follow-up.

8.2 Women's organization have the potential to influence government decisions and decision-making procedures; they should draw the attention of their governments to the findings and recommendations of this workshop.

8.3 Respective national governments are requested to implement these recommendations especially where urgent legal reforms are required. Governments are requested to establish appropriate machinery to monitor progress in implementing these reforms.

8.4 Meetings similar to this workshop held at national, sub-regional, regional and international levels should ensure the participation of men so that their awareness and concern over women's problems is raised. Likewise women should be given the opportunity to participate in conferences of importance alongside men.

B. REGIONAL AND INTERNATIONAL ACTION PROGRAMMES FOR THE FULL INTEGRATION OF WOMEN IN THE INDUSTRIAL PLANNING AND DEVELOPMENT PROCESS

1. Planning

1.1 At the sub-regional level established machineries are urged to give priority consideration to industrial projects and supporting services aimed at promoting women's integration in industry during the formulation and implementation of their industrial development programmes.

1.2 UNIDO should take into consideration the recommendatons of this workshop in the design and implementation of technical co-operation activities in the area of industrial sector and sub-sector planning.

1.3 Within the framework of existing and future small-scale industry assistance programmes, UNIDO and concerned government agencies should take note of the recommendations of this workshop especially concerning the role of women entrepreneurs.

2. Training

2.1 UNIDO in consultation with governments should develop guidelines for extension officers and for training curricula designed specifically for female managers of small-scale industries.

2.2 UNIDO should undertake group training, exchange programmes and study tours within the framework of mobile training workshops of economic co-operation between developing countries to further women's industrial programmes and projects within the region.

3. Fourth General Conference of UNIDO

3.1 Representatives of women's affairs in each country should be involved in the Fourth General Conference of UNIDO at the governmental level. This could be done by:

(a) securing a place for themselves in national delegations participating in the conference; or

(b) contacting the government authorities dealing with the conference (Ministries of Foreign Affairs, Industry or Planning) and presenting to them their views on issues of concern to women, which are likely to be raised at the conference.

3.2 UNIDO should send as soon as possible a set of the basic documentation for the conference to each of the participants at the workshop.

3.3 UNIDO should bring the main recommendations of the workshop to the attention of the conference.

4. Follow-up to the Workshop

4.1 On the occasion of the World Conference to review and appraise the UN Decade for Women to be held in July 1985 in Nairobi, UNIDO is requested to organize a contact group of representatives from the delegations of the participating countries in this workshop to review progress in following-up the workshop's recommendations. Delegations to the world conference should be identified and briefed by the organizations represented at this workshop.

4.2 UNIDO is requested to organize a follow-up workshop within two years to establish what progress has been made in implementing the workshop's recommendations. Organizations which participated in this workshop should be invited to ensure proper follow-up. This need for continuity should be emphasized in the letters of invitation.

CHAPTER I. ORGANIZATION OF THE WORKSHOP

1. The workshop was attended by 25 participants from Kenya, Lesotho, Malawi, Nigeria, Uganda, United Republic of Tanzania, Zambia and Zimbabwe and number of observers from ANC, PAC, SWAPO, PAID-ESA as well as from the host country.1/ Apologies for absence and best wishes for the success of the Workshop were received from ECA and INSTRAW.

1/ The list of participants is attached as Annex I.

2. The workshop was opened by the Deputy Prime Minister and Vice President of ZANN (PF), Cde. Simon Muzanda. In his address, Cde. Muzanda stressed that women generally do encounter a high degree of discrimination in industrial development. Industrialization has hitherto tended to be male dominated, not least because of limited participation by women in planning and commercial decision-making processes. Cde. Muzanda said that no country, except at its economic and social peril, could any longer afford to ignore the vast potential for development represented by women. He cited the social and cultural obstacles that hampered their participation in productive employment and expressed his conviction that increased educational opportunities for women would raise consciousness and influence women's capacity to contribute effectively. The Deputy Prime Minister urged governments and international agencies to promote women's advancement and make conditions conductive to women's participation. In concluding, Cde. Muzanda called on women's organizations to work hard to increase women's influence in the planning process and urged women to accept full responsibility for advancing the cause of integration of women in industrial development.

3. In his address on behalf of the Executive Director of UNIDO, Mr. Gérard Latortue, Chief, Industrial Planning Section, UNIDO, said that women's present situation constituted an utter injustice that needed to be corrected. While the number of women in Africa engaged in industrial activities was relatively low, their real contribution to meeting society's needs was substantial - their actual contribution was hidden outside the market economy, was unrecognized by official statistics, and was largely unrewarded by society. Mr. Latortue cited the goal of formulating strategies to bring women away from traditional, largely unpaid and low status roles, and into the mainstream of industrial development activities. In order to achieve this aim, first, policy makers, planners and administrators had to be made aware of women's potential, while women must themselves be included in the planning, policy and strategy formulating process. Second, women themselves must be made aware of the opportunities open to them and must be motivated to greater involvement.

4. Cde. Angeline Makwavarara, Permanent Secretary in the Ministry of Community Development and Women's Affairs/Zimbabwe was elected Chairperson of the workshop. Ms. Dorothy Muntemba, Zambia and Mr. Mike Laiser, United Republic of Tanzania were elected rapporteurs.

5. The provisional agenda was adopted by the workshop.2/

The programme of the workshop consisted of:

- presentation of papers submitted by the UNIDO secretariat;
- country statements and discussion of country experience;
- group discussions of key issues;
- presentation of working group reports;
- conclusions and recommendations.

2/ The agenda is contained in Annex II.

CHAPTER II. WOMEN IN RELATION TO INDUSTRIALIZATION

Presentation of papers and discussion of country experience

"Industrial development strategies in Africa" by Mr. M.V. Hogg, Industrial Planning Consultant and Workshop Director

6. Thus far the pattern of industrial development in Africa has been largely dominated by manufacturing activities producing previously imported goods for larger urban markets and depending on imported technologies. Such industries were often capital intensive and depended on imported inputs such as raw materials, spares and equipment, technical and managerial skills. The Lagos Plan of Action and the Programme for the Industrial Development Decade for Africa recognized the need for a major change in industrial strategy and aimed to initiate a process of internal self-sustaining growth with industry supplying essential inputs to industrial and other sectors and utilizing the outputs of these sectors. A carefully selected set of core industries appropriate to local resources and raw materials would bring about increased self-reliance and self-sustainment as internal demand stimulated economic growth and indigenous resources are used to satisfy basic needs.

"Basic issues - women and industrialization" by Mr. M.V. Hogg, Industrial Planning Consultant and Workshop Director

7. While development strategies have come to reflect a proper concern for growth with equality, and for social development and change to sustain the process of growth through greater participation, much remains to be done to remove discrimination against women. In many developing countries progress has been made in introducing basic legislative reforms and in creating special machinery to look after women's affairs. The greatest priority now is a change of attitudes towards women's participation both amongst women and society as a whole. In recent decades the pattern of development has been discriminatory against women; women's domestic roles and responsibilities have multiplied and their need of income generating opportunities has increased. At the same time, the general economic situation and environment in many developing countries has deteriorated. Lack of education and training, limited access to resources and the means of production, lack of employment opportunities heavily constrain women's effective participation. While women-specific programmes and projects can ameliorate their situation, new strategies and measures, which involve women in the planning and decision-making processes, are necessary to achieve full participation on equal terms.

8. Country statements[3/] and discussion of experience showed that many countries had realized the need for and had established machineries to implement and monitor women's activities. Despite the establishment of such machineries, women were facing the following problems:

3/ A full list of country statements is contained in Annex III.

- Lack of information of available resources and opportunities;
- Access to factors of industrial production;
- Traditional attitudes that hinder women from venturing into industrial activities;
- Lack of self confidence;
- Lack of education and training;
- Lack of technical and managerial skills;
- Inadequate representation of women in the planning and decision-making processes;
- Lack of proper co-ordination of women's programmes;
- Lack of awareness of the potential contribution of women to development.

CHAPTER III. INDUSTRIAL PLANNING AND PROGRAMMING

9. The planning process is concerned with allocating resources to meet certain defined objectives or needs. As such it is the foundation of effective management, and a basic element of the development process is that it provides a framework for sectoral programmes and specific projects designed to achieve declared objectives with the available resources within a specified timescale. Well formulated plans take into account interdependence and interrelationships between economic activities, balance available resources and prefered targets and include consultation programmes not only between policy makers and administrators, but also with investors and entrepreneurs. The planning process is based on three interrelated activities:

(i) awareness of the facts of a situation;
(ii) assessment of their causes and the desired changes;
(iii) action (individual and group) to close the gap between the two.

10. This three step approach is the difference between participatory, 'bottom-up' planning, and a centralized 'trickle-down' approach. The success of a planned programme depends not only on the quality of its content, but also on how well it fits the purpose of the responsible organization or the abilities of its staff. In any development programme or project, communication with people becomes the lifeline of the entire development process - progress depends on its efficacy.

CHAPTER IV. ECONOMIC CO-OPERATION AMONG DEVELOPING COUNTRIES

11. Participants were made aware of the assistance facilities which can be provided by the Economic Co-operation among Developing Countries (ECDC) programme within UNIDO. Four principal spheres of possible co-operation in the industrial field were:

(1) Industrial development policies strategies and planning;
(2) Project planning, financing and implementation;
(3) Institutional infrastructure for industry such as research and development training and consultancy;
(4) Physical infrastructure for industry.

CHAPTER V. FOURTH GENERAL CONFERENCE OF UNIDO

12. The participants to the workshop were briefed on the preparations for the Fourth General Conference of UNIDO. It was noted that many items on the provisional agenda of the conference were of relevance to the issues being considered by the workshop. Of particular interest were the items on human resource development, technological advances, rural development and food self-sufficiency, processing of raw materials, economic co-operation among developing countries and the Industrial Development Decade for Africa.

13. It was noted that, in trying to assist developing countries in achieving their industrial development objectives in the face of the current world economic crisis, the conference would lead to the consideration of new strategies, policies and programmes. The role of women in industrialization was not only that of beneficiaries, but also as prime contributors. In this connection women's perceptions of development and their views concerning elements of change should be taken into consideration, otherwise any new strategies adopted would be bound to have little or negative impact on society as a whole.

14. It was agreed that serious efforts should be made in participating countries to bring women's views to the attention of the conference, and that specific measures should be recommended for that purpose.

CHAPTER VI. WORKING GROUP DISCUSSIONS

15. A number of key issues were identified and referred to working groups for in-depth discussion. These were organized as follows:

(a) Development priorities and actions - the planning and decision-making process;

(b) Information, public relations and the media;

(c) The identification and development of opportunities for women in small-scale industrial enterprise.

A fourth working group also met to discuss priorities for follow-up activities to the workshop and in particular to identify and develop practical projects to encourage and facilitate increased participation by women in the industrial planning and development process.

16. The working groups took into account the experience of the participating countries and made proposals for national development strategies and programmes, and also for regional and international programmes for the full integration of women in the industrial planning and development process. These proposals were considered by the workshop in plenary session.

CHAPTER VII. ADOPTION OF THE REPORT OF THE WORKSHOP

17. The record of the proceedings and the recommendations of the workshop having been agreed and accepted by the participants and there being no other business, the workshop was closed by the Honorary Minister for Community Development and Women's Affairs Cde. T.R. Nhongo.

ANNEX I

LIST OF PARTICIPANTS

KENYA

Ms. Lina T. Chesaro, Planning Officer
Minister of Co-operative Development

Ms. Grace N. Kamita, Social Development Officer
Women's Bureau

LESOTHO

Ms. Zodwa R. Matsau, Senior Projects Officer, BEDCO, Maseru

Ms. Alixe M. Mokokoane, Commissioner for Women's Affairs
Women's Bureau, Prime Minister's Office.

Ms. Liengoane M. Ntsoereng, Planning Officer
Ministry of Planning, Employment and Economic Affairs.

MALAWI

Ms. Jean R. Mbilizi, Entrepreneur/Secretary
Women's Christian Association

Ms. Febbie Msiska, Administrative Officer
Ministry of Trade, Industry and Tourism

Ms. Lizzi A.C. Nkhope, Senior Community Development Officer
Ministry of Community Services.

NIGERIA

Ms. Ibironke Onayemi, Under-Secretary
Federal Ministry of Commerce and Industry

TANZANIA

Mr. Yaro M. Laiser, Manager Planning and Strategy,
Small Industries Development Organization

Ms. Gladness Msabila, Deputy Secretary General,
Union of Tanzanian Women Organization

Ms. Lydia M. Ngandaku, Economist
Ministry of Planning and Economic Affairs

UGANDA

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Ministry of Planning and Economic Development

Ms. Tereza K. Mbire, Manager, Pop-In Industries
Ms. Nantale C. Nsubuga, Publicity and Advertising Manager
Uganda Airlines

ZAMBIA

Ms. Joyce Mapoma, Chairman
Village Industry Service

Ms. Dorothy C. Muntemba, Co-ordinator Women's Programmes
National Commission of Development Planning

Ms. Bernardette N. Sikanyika, Secretary Economic Development
Women's League, UNIP

ZIMBABWE

Ms. Farayi Chamba, Administrative Officer
Ministry of Industry and Technology

Ms. Rudo M. Chitiga, Senior Administrative Officer
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Ms. Elizabeth E. Halimana, Project Officer
Ministry of Community Development and Women's Affairs

Ms. Sarah Kachingwe, Deputy Secretary
Ministry of Community Development and Women's Affairs

Ms. Angeline Makwavarara, Permanent Secretary
Ministry of Community Development and Women's Affairs

Ms. Doris Ndlovu, Senior Administrative Officer
Ministry of Finance, Economic Planning and Development

Ms. Charmaine E. Roberts, National Public Relations Officer
National Federation of Business and Professional Women

Ms. Sithenjiwe S. Tazibona, Economist
Ministry of Finance, Economic Planning and Development

OBSERVERS

Mr. Jackson Banda, Field Office
Village Industry Service, Zambia

Ms. Lydia Chikwavaire, Zimbabwe Women's Bureau

Ms. Christine Dawanyi, Community Development Officer (Women's Organizations), Ministry of Community Development and Women's Affairs, Zimbabwe

Ms. Majorie Gate, Trade Promotion Officer
Confederation of Zimbabwe Industries

Ms. Nesta Gumprich, Zimbabwe National Council of Women

Ms. Louise Jansen, Field Representative Zimbabwe,
Organization of Netherlands Volunteers

Ms. Pendukeni I. Kaulinge, Representative, SWAPO

Ms. Rose M. Macmillan, Executive Buyer, ZNCC, Zimbabwe

Ms. Nombulelo Maphoyi, Assistant Coordinator Women's Affairs
Pan Africanist Congress of Azania

Ms. Winnie Marira, Vice President
Commercial Workers Union Zimbabwe (ZCTU)

Ms. Betty F. Mtero, Director of Projects
Ministry of Community Development and Women's Affairs, Zimbabwe

Ms. Justus N. Rusibamayila, Chief Co-ordinator
SADCC Industrial Co-ordination Unit, Dar-es-Salaam

Ms. Jessie G. Sanders, National President
National Federation of Business and Professional Women, Zimbabwe

Mr. Arseni R. Semana, Senior Lecturer in Communication and Training Methods, Pan-African Institute for Development East and Southern Africa (PAID-ESA), Lusaka

Mr. David A. Yough, Manager (Management Development)
Zimbabwe Institute of Management

UNIDO SECRETARIAT

Mr. Gerard Latortue, Head Industrial Planning Section
Division of Industrial Operations

Mr. Nikola Rashev, Industrial Development Officer
Economic Co-operation among Developing Countries,
Division of Policy Co-ordination

Ms. Amalia Dahl, Secretary UNIDO IV Task Force

Ms. Baerbel Chambalu, Co-ordinator for the Integration of Women in Industrial Development, Office of the Director, Division of Policy Co-ordination

Mr. K.N. Najappa, Senior Adviser attached to SIDO Zambia

Mr. Martin V. Hogg, Industrial Planning Consultant/
Workshop Director, London

Ms. Catherine Borongo, Regional Consultant, Dar-es-Salaam.

ANNEX II

AGENDA

1. Opening of the workshop

2. Election of officers

3. Adoption of the agenda

   - Review of purpose of the workshop
   - Items for consideration
   - Programme of work

4. Women in relation to industrialization

   (i) Industrial development strategies in Africa

   (ii) Basic issues - Women's integration in industrial planning and development

5. Industrial planning and programming

6. Economic co-operation among developing countries

7. Fourth General Conference of UNIDO

8. The appointment of working groups and approval of their programme of discussions:

   Group I - Development priorities and actions - the planning and decision-making process

   Group II - Information, public relations and the media

   Group III - The identification and development of opportunities for women in small-scale enterprises

9. Reports of the Working Groups

10. Adoption of the report of the workshop

11. Closure of the workshop

ANNEX III

LIST OF DOCUMENTS

ID/WG/422/1	Provision Agenda
ID/WG/422/2	"Industrial Development Strategies in Africa - an Overview" by Mr. M.V. Hogg, Industrial Planning Consultant
ID/WG/422/3	"The process of industrial planning " by Mr. M.V. Hogg, Industrial Planning Consultant
ID/WG/422/4	"Basic issues - Women and industrialization" by Mr. M.V. Hogg, Industrial Planning Consultant
ID/WG/422/5	"Economic co-operation among developing countries" by the UNIDO Secretariat
ID/WG/422/6	"Role of women in the development of small-scale industries" by Mr. K.N. Najappa, UNIDO Senior Adviser attached to SIDO, Lusaka, Zambia
ID/B/312	"Integration of women in development" Report by the Executive Director, UNIDO, to the Industrial Development Board, 18th Session
ID/251	"Women and industrialization in developing countries" UN New York 1981
UNIDO/ICIS.165	"Women in the redeployment of manufacturing industry to developing countries", UNIDO Working Paper on structural change No. 18, July 1980
UNIDO/IS.391	"Women in the development of textile and food processing industries, 16 June 1983.

Conference Room Papers

CRP/422/1	Statement of purpose of the workshop
CRP/422/2	Working Group I - Programme of discussions
CRP/422/3	Working Group II - Programme of discussions
CRP/422/4	Working Group III - Programme of discussions
CRP/422/5	Working Group IV - Programme of discussions
CRP/422/6	Background material circulated for the benefit of participants in relation to the deliberations of Working Group III "Opportunities for women in small-scale industries"
CPR/422/7	Background material circulated in relation to industrial development strategies in Africa
CPR/422/8	Background material circulated in relation to the deliberations of Working Group II - Women and the Media, Report of an Expert Group Meeting, Vienna, Austria, 24 - 27 November 1981, UN New York 1982
CRP/422/9	Extract from Lagos Plan of Action for the Ecomomic Development of Africa, 1980 - 2000: Chapter XII Women and Development
CRP/422/10	Country statement, submitted by Malawi delegation
CRP/422/11	Country statement, submitted by Lesotho delegation
CRP/422/12	Country statement, submitted by Zambian delegation
CRP/422/13	Country statement submitted by Uganda delegation
CRP/422/14	Country statement submitted by Kenyan delegation
CRP/422/15	"Pattern and nature of industrial development and its effect on the role and condition of women with special reference to Tanzania", by Ms. Catherine Borongo,Regional Consultant, Dar-es-Salaam
CRP/422/16	CEPAL Women and Development: Guidelines for Programme and Project Planning, UN Santiago de Chile 1982.

ANNEX IV

WOMEN IN RELATION TO INDUSTRIAL DEVELOPMENT IN AFRICA - AN OVERVUE

Introduction

While it is difficult to generalize about industrial development in a continent as large and diverse as Africa, not least because such factors as differences in availability and quality of resources, size of domestic market, geographic location and differences in national objectives, strategies and policies, there is a widespread concern and sense of disappointment at industrial progress over the last two decades.

Since achieving independence, most African countries have pursued a long-term strategy of economic development, implicitly seeking to shift the focus of production from primary (mostly agricultural) to secondary (industrial) activities. Shorter term goals have also figured large such as accelerating growth of output and the creation of employment opportunities. In many national plans, manufacturing has been recognized as having a crucial role in development and has usually been thought of as a 'lead factor'. The pattern of industrial development in Africa thus far is one which has been largely dominated by production to meet demand formerly satisfied by imports. Real growth of domestic demand has been limited and therefore has not been a major source of growth - while data on exports of manufactures is incomplete such indicators as are available show Africa's share of the world total to be tiny, being in the range of 10-20 per cent of total manufactured output. The consequences of this skewed orientation towards import substitution have been significant for overall economic development in many countries. Such industries are often capital intensive, dependent on imported materials (raw or semi-finished), imported spares and equipment, and expatriate managerial and technical skills. These industries have been largely focused on the demands of urban markets and have tended to be located in major urban concentrations. Their production has frequently been inefficient with little incentive to improve being limited to small local markets. Industrial development policies in Africa have largely been oriented towards these larger enterprises in the formal sector with products and technologies imported from the developed countries. In contrast, relatively little recognition and support has been given to smaller and less organized enterprises, including those in the informal sector, despite their production of simple consumer goods and the significant numbers employed.

An examination of the position of individual African countries shows that the great diversity of the level of industrialization which existed in 1970 increased during the following decade. The oil exporting countries, as well as the semi-industrialized countries of North Africa with a few others in Southern Africa, made progress, while the poorest and least developed countries showed a much lower rate of growth. Using average manufacturing value added as a measure, in 1980 the share of the region's total output held by the five main manufacturing countries (viz. Egypt, Morocco, Nigeria, Algeria and Zimbabwe) increased from 54 to 56 per cent, while 31 other

countries had shares of less than 1 per cent each. In most countries in Africa industrial growth was lower in the second half of the 1970-80 decade than in the first. Furthermore, in the poorest countries, manufacturing output was less in real terms in 1980 than in 1970. In some countries growth in manufacturing value added remained below growth in Gross Domestic Product.

In recent decades, many African countries have faced severe economic problems to the extent that overall growth rates for Sub-Saharan Africa, for example, slowed down in 1970. On the other hand, population growth accelerated. Agricultural performance has been particularly disappointing with falls in average per capita food production and in agricultural exports. Deteriorating terms of trade for the oil-importing majority of African countries greatly increased external indebtedness; deteriorating foreign exchange reserves and balance of payments facilities continue to make prospects for the current decade appear bleak.

Because manufacturing is so strongly linked to other sectors of the economy, its prospects are bound to be influenced by the economic environment. The poor performance of agriculture and the acute balance of payments difficulties have had a particularly adverse effect on manufacturing-affecting essential supplies of raw materials, limiting supplies of foreign exchange for necessary imports and reducing demand in domestic markets for industrial products. Without doubt, further expansion of manufacturing in Africa may well be retarded by the lack of growth in domestic narkets, the inadequacy of raw material supplies for key agro-based industries, shortages of imported raw materials, spares and capital goods. The stagnant state of domestic economies is likely to depress investment and limit the scope for future growth.

In addition, certain structural features of many African economies will constrain future manufacturing activities. As domestic markets are seldom large enough to support more than a few competing establishments, and as protectionist policies sometimes limit competition from imports, monopoly of local market situations is not uncommon with implications for the efficiency and profitability of individual enterprises and the prices paid by consumers. Small, poor populations provide weak domestic markets for manufactured consumer goods preventing the realization of economies of scale. High transport and other distribution costs reduce the size of the available market. Barriers to trade, so prevalent in many economies, reduce access to neighbouring or regional markets and the predominance of foreign investors in manufacturing investment tends to divorce somewhat the pattern of investment from local priorities and concerns.

Another area of concern within many developing countries has been the rapid growth of public expenditure - which has also had undesired effects on manufacturing. This has reduced the amount of capital resources for industrial activities greatly in need of additional investment and has reduced the availability of skilled manpower and diminished incentives for entrepreneurial activity. Generally, it has also added to price inflation. Last and not least, public spending and administration resources have tended to be devoted to the management of complex schemes of trade and price controls and public enterprises, distorting prevailing prices and patterns of profitability, thus reducing efficiency and increasing the economic cost of import substitution and exports.

Lagos Plan of Action and the Industrial Development Decade for Africa

In recognition of the need to bring about a major change in development strategy and of the role of industry in that process of change, the Organization of African Unity Heads of State and Government determined to change the economic structure of Africa through the Lagos Plan of Action for the economic development of Africa in 1980 - 2000. The fundamental objective of the Lagos Plan is to promote self-reliant and self-sustaining, integrated economic and social development at the national and multinational levels in order to satisfy the basic needs of the peoples of Africa. The Plan also places emphasis on economic co-operation at the subregional and regional levels as a means of achieving this overall objective. Self-reliance and self-sustainment can be achieved when internal demand stimulates economic growth and indigenous resources - both material and human - are utilized to satisfy basic needs. In order to become self-sustained, the countries of Africa must develop and strengthen their capabilities to carry out the various phases of project design and development viz. conception, identification, preparation, appraisal, implementation, operation and evaluation of production facilities.

The Lagos Plan accorded a major role to industry as a driving force for economic growth and overall development, both as a supplier of essential inputs to the industrial and other sectors and as a user or processor of the outputs of these sectors. In order to accelerate the achievement of the Plan's objectives, the Lagos Economic Summit adopted the years 1980-1990 as the Industrial Development Decade for Africa. A Programme for this decade was prepared jointly by the Economic Commission for Africa, the Organization of African Unity and UNIDO. The essence of this Programme lay in the stimulation of economic growth from within, thereby initiating a process of internal, self-sustaining growth through an integrated development strategy which links industry with agriculture, energy, human and physical infrastructure, trade and other sectors.

This multi-sectoral, multi-disciplinary approach to industrial planning was described in the guidelines for priority actions during the preparatory phase (1982-84) of the Decade, also prepared by ECA, OAU and UNIDO. This approach differs in many respects from previous practice and calls for a firm rejection of isolated, piecemeal planning and a move away from preoccupation with foreign exchange problems external to the region. The new approach involves the integrated development of human resources, institutional mechanisms, and technological capabilities required to assess and utilize the natural resource and raw material endowements of the region, expand local markets and enlarge the range of complementarities between industry and other sectors of the economy. After considering the financial, labour, technological, market and other socio-economic aspects, each country is urged to adopt a national strategy based on a set of carefully selected core industries appropriate to its resources and raw materials (especially energy) complemented by strategic support projects. In this way, the strategy is designed to develop industries that are required for economic development, especially agricultural production, storage and processing, transport and communications, mineral extraction and processing, and for the development of indigenous energy resources.

The present position of women in industry

In the last two decades, the proportion of women in industry within the African work force has increased by almost 3 per cent to just under 20 per cent. This is a significant increase since the proportion of women in the total work force has not increased. Womens' position has therefore improved from the very low levels seen in 1960 when, amongst developing countries, the highest proportion of women in industry was to be found in African middle-income countries. Obviously, there are marked variations between regions and countries within Africa according to the extent to which the industrial base has grown and diversified. In addition to participation in the formal and modern sector, there are major contributions made in smaller-scale or informal activities which go unrecorded in the official statistics. From the experience of the countries participating at the Harare Workshop, it was evident that the pattern of this involvement also varies. In the more industrially developed countries, such as Kenya, Nigeria or Zimbabwe, significant numbers participate in industrial production in both large and small-scale enterprises. In Nigeria, a number of women have established small industrial enterprises alongside their extensive trading activities. In Kenya, small-scale industries have grown out of traditional involvement in production of clothing, ornaments, processing of food and medicine and also in construction activities. However, women play an increasing role in industrial production in other African countries such as in Tanzania, where they produce soap and garments or in Lesotho where they occupy a major role in the construction industry.

A SUMMARY OF BASIC ISSUES

1. Only in the last decade has women's participation in the development process become an issue of major concern. Some three or more decades of development efforts have brought very uneven progress amongst developing countries. Within their societies the needs of the majority have all too often been neglected; problems of poverty, illiteracy, malnutrition, unemployment, over-population have increased both in absolute size and in intensity in many countries. Early attempts at industrial development in developing countries brought a concentration of resources in the construction of a capital-intensive, advanced technology sector which has been oriented largely to the needs of urban markets and isolated from the requirements of the majority. The hoped for 'trickle-down' effect from this productive monetized sector has not materialized to distribute wealth and benefits to the majority and to women in particular. Thus of late development strategies have recently come to reflect a proper concern for growth with equality, and for social development and change to sustain the process of growth through greater participation.

2. To this wider concept of development has been added belatedly the perception of existing and latent discrimination against women. While on the one hand their major contributions to local and domestic economies are largely unrecorded and unrecognized, their substantial contributions in the industrial sector are poorly rewarded with few prospects for advancement, especially in those processing or assembly industries where women are in the majority. As awareness and understanding has grown of the present roles and condition of women, the first steps to redress this situation have been taken, not least at the international level.

3. In 1970 the United Nations General Assembly urged the full integration of women in development efforts in the Second United Nations Development Decade. In 1975 the World Plan of Action embodied the principles of equality and effective participation to integrate women's potential contribution in the development process including planning; the improvement of women's status was seen as a basic element in any development process. In 1980 further initiatives which followed from the Programme of Action for the second half of the U.N. Decade for Women recognized the close relationship between the inequality borne by the majority of women and the problems of under-development, and the extent of the historical and cultural influences which perpetuate this inquality. Finally the Convention on the Elimination of All Forms of Discrimination Against Women has reinforced the links between women's issues and development processes particularly in rural development.

4. Within many developing countries initiatives have been taken by governments to translate this international concern into positive action. Some countries have achieved legislative measures to provide women with equal basic rights; others have established machinery at the policy-making or administrative levels to look after women's affairs. In the majority

of countries non-government organizations have developed to represent women's point of view and to launch development projects and provide supporting services. Out of these deliberations and project initiatives has come a greatly increased understanding of the scale and nature of the reforms required to achieve the goal of full, equal participation for women, particularly in terms of employment.

5. It is now clear that the pattern and processes of development in many developing countries over the last half of a century has been discriminatory in its impact on men and women. Social and economic changes have disrupted traditional economic systems; the breadth and intensity of poverty have increased, so as to give women income-earning responsibilities in addition to their traditional domestic responsibilities. At the same time women's access to resources and opportunities to fulfil these demanding roles has often been reduced by attempts at achieving 'development'. Agents and instruments of assistance have too often discriminated against the interests and participation of women, ignoring women's actual role and substantial existing contribution to family, community and society as a whole. For these reasons there is a pressing need for planners and decision-makers to re-examine economic development policies and their instruments to ascertain their impact on the role and condition of women. This reform of the planning and development process itself will only be carried through with the active and effective participation of women in the process of reform, such is the extent of enertia, bias and conditioning in favour of the 'status quo'.

6. What then is the present role and condition of women in developing countries? Clearly there are substantial differences between individual countries determined by different environments, cultures and economic situations. Some common characteristics and trends can be discerned particularly in relation to features of industrial development such as urbanization, the transfer of some manufacturing activities to developing countries, the introduction of 'higher' order technologies, access to education, training and employment opportunities.

7. In many developing countries a major obstacle to increased participation by women is their low status, reinforced by the rigid attitudes maintained by societies towards women. Undoubtedly a fundamental change in these attitudes, amongst women themselves as well as society as a whole, is a prerequisite to reform. While women's roles remain stereotyped and heavily circumscribed by convention, and women adopt an attitude of dependence, their contribution to society will remain largely unrecognized and undervalued. Artificial and unjustifiable distinctions between men and women reflect women's fixed roles and attributes as they are ascribed by society by tradition or habit rather than by conscious decisions. The first step towards changing such attitudes is to raise society's consciousness of women's existing multiple roles and their onerous responsibilities, spanning the provision of daily requirements, basic needs, economic production, social welfare and culture.

8. The domestic role of women remains dominant in most developing societies. Not only do women have to combine child-bearing and the raising of children with the provision of shelter, food, water, clothing and fuel for their families' survival but increasingly they are having to earn income to meet the family's basic expenditure. With the effects of inflation and recession in recent years in many countries a single income is often not sufficient to provide for the basic needs of a simple family household. What is not fully appreciated however, is the large number of single parent households headed by women who carry the entire responsibility as sole wage earner. A recent survey in Caribbean territories revealed that household headship was almost equally divided between males and females. This situation is not uncommon in many parts of the world, though for different reasons which include visiting and common law unions, customary marriages, migration in search of work, teenage pregnancies, etc.

9. In rural economies this income generation is normally done through subsistence cultivation, or 'in the home' marginal income generating activities, and in urban economies through the informal sector (trading, processing or producing simple consumer items). Even in traditional rural economies where the provision of basic needs is largely outside the monetized market economy, the need for cash incomes has greatly increased in recent decades to meet the demands of education, purchases of manufactured consumer items, and to compensate for the unreliability of subsistance agriculture. Not only this, in many areas of economic activity traditional sources of supplementary income have disappeared with the introduction of specialization and mechanization in processing industries (e.g. food), displacement of craft items with mass produced goods, and more organized agricultural production.

10. It goes without saying that while women's responsibilities have increased with this multiplication of roles, the more general economic situation and environment in many developing countries had made these responsibilities harder to fulfil. The lack of accessible potable water, shortages of fuel, vulnerability of food supplies, the pressure of inflation - all conspire to consume an increasing share of women's time and energy and effectively limit the opportunities for other income earning activities. The significance of those socio-economic factors is such that, when combined with the isolation of the majority of the population (in geographical, social and cultural terms), opportunities for many women, especially those in rural areas far from market centres, to participate in industrial activities are heavily constrained unless special measures are taken to identify, motivate and facilitate their involvement through training, improved access to resources, means of production, etc.

11. Opportunities for women in urban areas are also constrained by the environment and the economic system within which they find themselves. The world-wide pattern of migration of landless peasants to urban areas has resulted from the decline of the agricultural sector and the breakdown of traditional production systems together with the attraction of the cities with the promise of employment in the industrial or tertiary sectors.

In these situations women not only find themselves in a more hostile environment in terms of basic needs, but also are without the skills to compete for employment opportunities often against men. Pressure of population, limited growth of employment in the formal sector, and the breakdown of traditional social support systems combine to place women in a severely disadvantaged position. Even those who are fortunate enough to secure work in the formal industrial sector find themselves in low status, poorly rewarded jobs with working conditions which often conflict with their family responsibilities. Through lack of education and training, and through positive discrimination against women, they are less able to improve their position or to compete for senior, influential positions (in established institutions and organizations) with decision-making roles and so are less able to improve their future prospects.

12. As a result of the rising groundswell of concern at the international level and increased awareness amongst more women through the activities of special interest groups at the national level, in recent years some practical steps have been taken to tackle those problems. The importance of social, political and cultural problems has been recognized and a number of women-oriented development programmes and projects have been launched to try to ameliorate their position. The institutional aspect of these developments has been the establishment of non-government organizations or women's groups and in some countries the creation of special 'machinery' within government to look after women's interests. A variety of women-specific development programmes and projects have emerged, though often backed by limited resources, which have attempted to provide direct support to women in their traditional roles in the fields of welfare, health etc. Yet these measures, though necessary in themselves, can only ameliorate women's disadvantaged position in the short term. New strategies and measures are necessary to deal with the fundamental issues of displacement of labour through the reorganization of production through commercialization, changes in technology, etc., and loss of access by women to the means of production or survival.

13. Access to employment or other income-earning opportunities is the prerequisite for the integration of women's contribution to development so as to achieve their full participation. This is the prime means of reducing and creating a freedom of choice for individuals as to how they prefer to make their contribution. In this way the needs of households headed by women will be better catered for and the health and welfare of family members will also be improved.

14. In order to make this possible, certain other fundamental changes will also be necessary. Not only will much greater progress have to be made with such basic needs as the supply of potable water and the provision of substitutes for wood as cooking fuels, but improved technology will have to be applied in a low-cost, effective way to increase women's productivity and efficiency in their many household-supporting tasks, so as to create time and energy for women to take advantage of any employment and income-

earning opportunities which can be created. Further, much more strenuous efforts must be made to improve women's access to education and training so as to enable them to compete more effectively with men for jobs created by new or different technologies. The present tendency for women to drop out of formal education systems before securing more advanced qualifications is a barrier to their promotion out of lower skilled jobs into planning and decision-making positions. Alternative routes to qualifications other than formal full-time education/training will have to be found to accelerate the process of change in participation rates.

15. Thus far women's participation in formal industrial employment in developing countries has largely been limited to lower skill tasks in certain well-defined industries, such as clothing, textiles, food processing, electronics, where multinational organizations have exploited the passiveness and low cost of young female labour, especially in export processing zones. Not only is there need to ensure the best possible working conditions and terms of employment for women working in these concentrations of industrial activity but the totality of the female workers' need should be recognized especially in terms of health care, education and training. A pattern of unrestrained exploitation of female labour for a period of their working lives cannot be in the long term interests of either employers or employees, controlling financial interests or 'host' governemtns. Indeed there are significant advantages for all concerned if women's multiple roles in society are recognized and provided for with the necessary supporting services.What is required is a determined programme of advance on a broad front and at all levels to improve the terms and conditions of women's participation.

16. Other employment and income-earning opportunities must also be sought particularly in the expansion of self-employment, part-time businesses and informal sector activities. There can be no simple, standard solution to the creation of large numbers of income-earning opportunities in different developing countries since the rationale response to each resource endowment or market opportunity will be different. However, given appropriate training in commercial and management skills and access to resources, there are substantial opportunities for women to undertake entrepreneurial or other business activities. There can however be no escape from the economic realities of small-scale industries; enterprises will only survive if their productive activites are viable in the longer term; they will only generate wealth for the individuals and the communities concerned if they are profitable; they will only provide additional employment opportunities if output grows in response to demand. From this point of view it is regrettable that early attempts to provide other income-earning opportunities for women have focused so strongly on craft or similar activities where production is difficult to organize, competition is severe, and rewards are so limited. Alternative strategies to involve women more in the production and provision of basic goods and services, which are needed on a regular basis by most local communities, are likely to be more rewarding.